



220 East Park

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Livingston, MT 59047

Livingston JOB SERVICE EMPLOYER COMMITTEE

MEMBERS PRESENT: Jim Hunt; Chairman, Tom Frisby, Pam Payovich, Brian Sparks, Chuck Sinclair, Manny Goetz, Jane Larkin, Joyce Heiser, Zanya Betley, Gail Habener, and Susan Hanken

AGENDA ITEMS:

Minutes from March stand as written. **Next Meeting: Tuesday-May 13th**

JSEC Balance Reviewed

2. Welcome: Tom Frisby

DLI WSD Regional Manager, Tom Frisby, joined the meeting this month and provided an update on the conditions of the labor market. The Unemployment Rate is up in Montana and there is still a demand for skilled workers. Wired Grant training funds are available to people in some 32 Counties in Northern and Eastern Montana to develop or upgrade the skills of those receiving funds in the areas of engineering, laboratory sciences, welding, electrical, mechanics, truck and equipment operation that will be in high demand in Montana's developing industries. Tom supplied information about Montana's Agro-Energy plan for the economy in the production of energy from traditional and alternative sources, of crops and bio-based products from those crops, and processing.

There is training on biofuels/crops for farmers who are interested in shifting from wheat production toward other crops needed for biofuels. If they move out of wheat, it will be hard to get back to it, so they want to be sure that biofuel crops will be successful. People who live within the WIRED region may apply for training funds regardless of income. Funds can be used for tuition, books, fees, equipment, travel, rent and utilities. So far 200 hundred people have qualified for the grant funds and will be trained.

http://mus.edu/wd/WIRED_NHA.asp

Another grant that we are all aware of available through the Department of Labor is the Incumbent Worker Training Grant (IWTG) that is a pilot program at this point and is available in Region 4 of the Department of Labor and Industry that consists of 12 Counties from Park east to Yellowstone. The grant is designed to provide training to employees of small businesses to increase their skills that meet the needs of businesses. It has been a success this past year. All training must be completed by June 30th and it is probable that another grant will be provided next fiscal year as well within Region 4. DLI hopes that the grant will become available to the entire state with the success of this pilot program.

Out of all of the incumbent workers who have received training since the inception of the grant, on average, each employee received approximately \$1000.00 in training funds. Within the scope of the grant, each employee who qualifies may request up to \$2000.00 in training funds contingent upon approval. In Billings, MSUB developed a course on retail marketing and display for businesses in Billings and now the class can be offered in other areas as well.

Following Tom's presentation, discussion ensued on biofuels with some members expressing concern and speculation about ethanol fuel considering affordability, production costs, decrease in food production, use of pesticides and irrigation. Discussion also revolved around training employees, cost of training the workforce and employee retention.

According to one Employer, he is lucky if he can retain 50% of staff after providing them training but understands that training is the key to success of a business. The concern was seen as embedded in generational differences of attitudes toward work, whether younger generations have the upbringing and acquired skills to make them loyal, the business' ability to increase wages in order to retain employees from the younger generation. One person suggested that businesses could create an environment that would keep people loyal but the general consensus was that the allure of higher wages controlled employee rollover more than anything else mainly because the cost of living and rising cost of oil forces people to jump from job to job in pursuit of that higher wage. DLI hopes that the IWTG will free up money by covering the cost of training employees for businesses allowing the Employer to move people in entry level positions up into higher paying positions enabling them to hire more people.

Jim Hunt, Chairman
Retired

Dick Murphy, Vice Chairman
Commissioner Park County

Joe Bennett, Manager
Albertsons

Susy Dunn, Consumer Loan Officer
First Interstate Bank

Jim Durgan, Commissioner
Park County

Manny Goetz
Yellowstone Country Motors

Hillary Johnson, Residential Director
Counterpoint

Gary Kane, Principle
Bob Stevenson
Livingston Park High School

Jane Larkin, E.D.
Frontier Assisted Living

Ed Meece, City Manager
City of Livingston

Polly Miller; HR
Park County

Lou Ann Nelson, Office Manager
Livingston Chamber of Commerce

Pam Payovich, Financial Dept
City of Livingston

Marne Reed, HR Manager
Printingforless.com

Lara Salazar, HR Specialist
Community Health Partners

Michele Severson, CSR
American Bank

Chuck Sinclair, Interim Administrator
Evergreen of Livingston

Brian Sparks, Director
Yellowstone Gateway Museum

Joyce Heiser, Manager
Livingston Job Service

Susan Hanken
Business Resource Consultant
Livingston Job Service

JSEC Minutes Continue April 8, 2008

Whatever the wage situation, one Employer noted that it seems that his business is a revolving door of training people then they leave. It is difficult for Car Dealers to keep good people. Car Dealerships are not only finding it difficult to keep trained employees, sales are also down across the state with even talk of some dealerships closing their doors for good, especially in the smaller communities. Customers research the prices of vehicles online then expect the same costs when they walk onto the lot. Online sales in general have cut into business. There is no reprieve in sight and the outlook at this point foresees smaller dealership closures.

3. *Calendar of Events

March 5 : Jim Nys of Personnel Plus – Progressive Discipline and Termination.

March 6 : Jim Nys of Personnel Plus – Management and Leadership.

April 14-17: JSEC Conference in Great Falls.

April 23 : 3rd Annual Livingston Job Fest at the Civic Center.

May 14 : Assistance For Business Clinic.

4. *What's New and Interesting:

Tom talked about the Video Project in place in Billings through the Billings Job Service. Sue has been advocating bringing the project to Livingston and if all goes well, that will happen. The project grew out of a failed attempt to reach out to the Columbus High School with a Power Point presentation designed to inform students about businesses within their community. The students didn't like the presentation – boring – dull – in an age of sophisticated graphics and intense stimulation on the technological level. Two people from Billings Job Service with some technical savvy created a video of a company that built semi trailers to show to the schools. In the video, the “documenters” talk with employees about their jobs and filmed the work environment with music and visuals to capture the attention of younger viewers. They have since then filmed several businesses and perfected their style that has been well received. The goal has been to talk to young people about staying in Montana educating them that there are good jobs right here with good wages so there they do not have to leave to find opportunity.

Gail talked about the upcoming Job Fest. There will be a Hospitality Room for Employers with snacks and video showing of “Give Em The Pickle,” “Generations,” and “Keeping the Good Ones;” a video on management skills. The High School will encourage students to attend, Gail will post a radio announcement and articles about the event have appeared in the newspaper. Also, Zanya talked about Job Service outreach success.

The 8th Grade Business After Hours event is in the making and scheduled for May 21st from 7:00 p.m. to 9:00 p.m. Annette Miller from Research and Analysis will start out the evening with a presentation about the future of the workforce followed by three 15 minute informational interview sessions between students and business owners/professionals. So far, the Forest Service, The Newspaper, and a Veterinarian have signed up. Enclosed is the schedule and the survey that the 8th graders completed indicating their favorite career choices. Also, Annette will address the 8th grade class the following morning about job interviewing techniques and present a mock interview skit. Zanya from our office has volunteered to participate in the skit.

Provided handouts on:

LAUS, February 2008 U.S. and Montana Labor Force Statistics

Innovation In Business Conference

Montana Economy At A Glance

8th Grade Business After Hours Event schedule:

7:00 p.m. – 7:45 p.m. Welcome and Montana Department of Labor & Industry Career Resource Network – The Future of our Workforce

7:45 p.m. – Session I - Small group – Business Professionals

8:00 p.m. – Session II – Small group – Business Professionals

8:15 p.m. – Session III – Small group talks – Business Professionals

8:30 p.m. - 9:00 p.m. – Mix and Mingle – Students and Parents are free to visit with business professionals

Technology

54 Total

11-Computer Technology

07-Programmers

02-Printingforless

34-Graphic Designers

Health Care

116 Total

18 _Doctors

15 _Nurses (PAC)

09 _Lab Technicians

10 _Radiologis

10 _Physical Therapist

09 _Dentist

02-Optometrist

08-Chiropractor

04-Nutritionist

12-Sports Medicine

16-Personal Trainer

03-Mental Health

Construction/Build Trade

88-Total

13-Contractor

08-Electrician

03-Plumber

01-HVAC

10-Landscaper

04-Concrete

17-Carpenter

09-Craftsman/Woodwork

03-Masonry

04-Cabinet Maker

33-Interior Design

Banking/Finance

18 Total

08-Accountant

06-Financial Advisor

04-Teller or Loan Officer

Misc. Other

60 Total

07-Logging

08-Mining

18-Fishing Guides

18-Hunting Guides

09-Automotive

Professional

200 Total

22-Writer/Journalist

20-Lawyers

20-Veterinarian

05-Educator

05-Professor

14-Engineer

20-Architect

05-Realtor

24-Artist

12-Photographer

18-Small Business

18-Restaurant

14-Child Care

03-Musician

Court Jobs

94 Total

34-Wildlife Biologist

03-City Manager

01-County commissioner

04-Extension Agent

12-Agriculture

01-Dept of Transportatio

18-Police

09-Fire/EMT

03-Postal Service

05-Forensic Scientist

04-Marine Biologist

Other

28 Total

09-Military

05-Coach

01-Translator

02-Chef

01-Florist

04-Stylist

04-Ski Patrol

02-Animal Care

Next Meeting: Tuesday, May 13th